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AUTHOR Myers, Douglas D.; And Others
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ABSTRACT

This document presents one in a series of twenty-three case studies derived from in-depth interviews using a sampling of former participants in the Mountain-Plains program, a residential, family-based education program developed to improve the economic potential and lifestyle of selected student families in a six-state area. Each case study contains the following information about a specific student family: biographical data; participation in the educational and community programs; home, income, placement, and employment data; stated problems and/or satisfactions; summaries of the participants' personal and social development; individual ratings of the program; scripts of personal interviews; interviewer comments; and individual test scores and self-assessments. This document presents specific findings on Frankie and Andrea White Deer, an American Indian couple with three children. The follow-up study reports that the White Deers resigned the program after six months, citing financial problems; however both are currently employed. (Names in the studies have been changed.) Two other documents are included in the series: a report which examines work and income variables for the group (ED 110 610) and a report which summarizes group findings on personal and social development (CE 014 681). Specific documentation for the instruments utilized in the study are included in both of these related documents. (BM)

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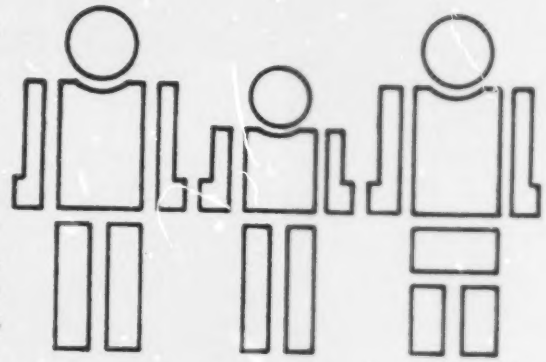

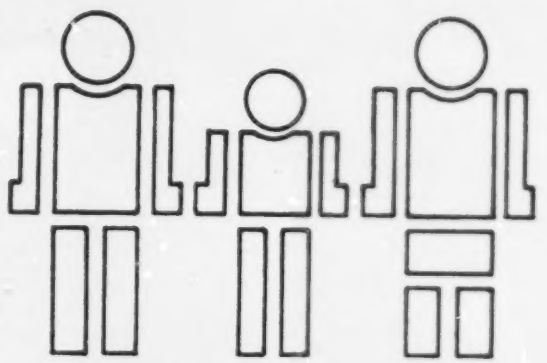

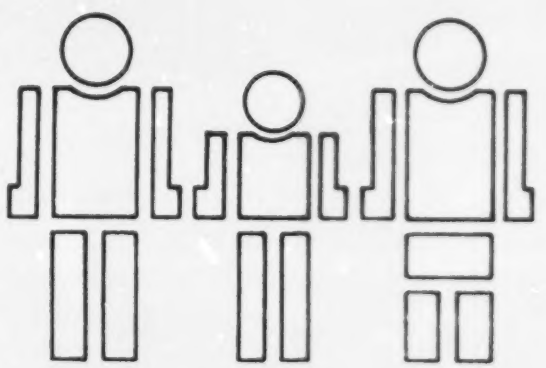

CASE STUDY REPORT #17

FRANKLIN & ANDREA WHITE DEER

U.S. DEPARTMENT OF HEALTH
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MOUNTAIN PLAINS EDUCATION ECONOMIC DEVELOPMENT PROGRAM INC.

CASE STUDY REPORT

FRANKLIN AND ANDREA WHITE DEER

Authors:

Douglas D. Myers
Rowan W. Conrad
David A. Coyle

Series Editor:

Michael C. Fenenbock

August, 1975

A Product of Research Services Division
David A. Coyle, Director

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PREFACE

Reports in this series are derived from in depth interviews using a stratified random sample of former Mountain-Plains students. Interviews were conducted from November, 1974 through January, 1975 by Mountain-Plains professional research staff. Case Study Report 1 examines Work and Income variables for the group. Case Study Reports 2 through 24 include specific findings on each family included in the sampling. Case Study Report 25 summarizes group findings on personal and social development. A summary of the research design for the Case Study Reports is documented in: Coyle, David A.; Conrad, Rowan W.; and Myers, Douglas D. In Depth Case Study of Exited Families: A Summary of the Research Design for Phase 1 Preliminary Effects Study. Glasgow, Montana: Mountain-Plains Press, 1974. Specific documentation for the instruments utilized in the study are included in either Case Study Report 1 or Case Study Report 25. All names in these studies have been changed.

Michael C. Fenenbock
Series Editor

David A. Coyle
Director, Research
Services Division

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CASE STUDY REPORT

FRANKLIN AND ANDREA WHITE DEER

BACKGROUND

The White Deers entered Mountain-Plains in June, 1973. Prior to entering Mountain-Plains the White Deers had been living with their three sons, Benjamin 11, Harold 8, and Rodney 7, in a four room house which they owned in Harlem, Montana.

Although his formal education was limited to the eighth grade, Frank received some photography training in the Navy. Having worked sporadically as a laborer and a dishwasher over the past year, he was employed as a carpenter just prior to Mountain-Plains. Andrea completed tenth grade, had been employed off and on as a nursing aide and a recreational assistant, and was working as a health aide before entering the program.

The family's main source of income was Aid to Dependent Children, from which they received $250 per month. Their income from employment over the year previous to Mountain-Plains was $2,628. Additionally, the family utilized various tribal benefits, including free medical care and commodities.

PROGRAM PARTICIPATION

The White Deers resigned the program after six months, citing financial problems. Originally, they said, the family could manage on the program stipend, however, after Frank began receiving Veteran's Aid they began living above their means, and subsequently were unable to manage on the original sum after

the Veteran's payments ceased. According to their counselor, the White Deers felt Mountain-Plains did not allow enough money on which to live. Rather than deal with their financial problems, the White Deers chose to resign from the program.

Frank was enrolled in carpentry at Mountain-Plains and the staff felt he showed both potential and talent. Frank often mentioned he enjoyed working with his hands, as this gave him a feeling of creativity. He also displayed an ability for abstract work, and had originally wanted to study Industrial Arts at college. According to his personal counselor, Frank had the ability to be a good worker, but was undependable and irresponsible due to an excessive drinking habit. His instructors note that Frank had some difficulty seeking out and applying information, as well as lacking the initiative to work without close supervision.

By contrast, Andrea simply refused to participate in the occupational training program. Although enrolled in the Hotel/Motel area, she dropped out without completing the required work, refusing to fulfill her contract commitment to become involved.[1] Both White Deers had some difficulty applying old learning to new tasks, as they did not associate tasks assigned in the program to future personal gain or knowledge. Additionally, the White Deers evidently saw no need for consistent attendance--when they did attend classes they were punctual, but their overall attendance was extremely sketchy.

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[1]At that time, spouses at Mountain Plains were required to pursue an occupational area.

Underlying their general problem was the White Deer's chronic--and heavy--alcohol consumption. People who knew Frank and Andrea liked them very much when they were sober, but were aware of the couple's drinking problem. According to Andrea, Frank was a good father and husband, except when he drank. At those times, both extended their drinking excessively and the children remained with baby sitters. While intoxicated, Frank often contacted staff members, relaying his financial concerns. Legal problems also resulted from their drinking--Frank lost his driver's license and Andrea was once fined for public intoxication.

HOME AND INCOME

Presently, the White Deers live in a new--and very nice--three bedroom house with a basement in Wooster, Montana. One of Andrea's older sisters lives with them. The White Deer's pay $47 per month for the house which includes utilities. They know the house is subsidized but do not know by whom or for how much. The house was obtained through the tribal housing authority--the White Deers were on a waiting list for over two years. Their former home, which they owned, had been fixed up by Frank for rental for extra income but the house burned down shortly after he completed the repairs--uninsured, the White Deer's investment was leveled along with the home.

Currently both Frank and Andrea are unemployed, although Frank had been working as a carpenter for the Tribe and had been rated by his supervisor as the best man on the job. Andrea started work as an aide at the local reservation boarding school, however, when it was discovered that the same federal money was paying the salaries of both Frank and Andrea--an illegal situation--one had to quit. Andrea

refused, so Frank resigned his position. Subsequently, Andrea became angry with her co-workers and supervisor and resigned as well. However, Frank's supervisor said he planned to take Frank back on as soon as there is an opening--which he thought would be in the near future.

Since leaving Mountain-Plains, Frank's work history has been spotty. Initially he was employed for eight months with the tribe as a carpenter, then for two months as a common laborer for a construction company that had contracts on the reservation. For the past three months Frank has been working odd jobs. Andrea went to work as a nurses aide in a hospital for two months following her exit from Mountain-Plains, then transferred to the instructional aide job, working three months before quitting. Total income earned by the White Deers since leaving Mountain-Plains is $6,125 over a thirteen month period. Although they are currently unemployed, the amount of income earned in the year since Mountain-Plains is some three times that earned before going to Mountain-Plains.

COMMUNITY PARTICIPATION

Prior to Mountain-Plains the White Deers were not involved in any organized community activities, engaged in none while at the program, and have not participated since leaving. Their recreation interests include traveling and fishing--the whole family is evidently involved in these activities--and social life is limited to friends, bars, and drinking. When questioned about community participation Frank responded, they felt no responsibility to the community beyond, perhaps, "to mind our own business." In the course of the discussion, it became clear that

the White Deers separated the town community from the tribal community. In regard to the tribe, they felt that "We should stick together to help people who needed help and to help the kids." On of the biggest problems with the children, Frank said, was that there were no recreational facilities. They thought they would "support anything actually good that got going," but they believe, "The community (tribal) is too split to get anything going." Various tribal power factions and groups only "do stuff for their own self," they said. In short, the White Deers are very pessimistic that any kind of positive change is possible.

PERSONAL AND SOCIAL DEVELOPMENT

Frank scored below norm on both powerlessness and anomie; however, Andrea scores above the norm on both scales. (See figure 3.) This indicates that Frank is integrated in his social field and understands ways to influence the course of events in society. Andrea, on the other hand, is totally disintegrated in the social field and apparently feels very powerless to influence her situation. These scores are consistent with both program reports regarding the White Deer family, and the interviewer's observations. Andrea sees few changes within herself resulting from attending the Mountain-Plains program. She does, however, feel she is now more industrious, accurate, cooperative, responsible and ambitious than prior to attending Mountain-Plains. (See table 1.) Frank believes he has improved "quite a bit" in several areas. Currently, Frank reports, he is more punctual, his attendance is better, he has more self confidence, and more self control. Additionally, he sees himself as better at accepting responsibility for tasks, more ambitious, more cooperative and much more courteous. His social contact skills, Frank says,

are improved and, overall he has become a more dependable, reliable person, no longer shifting responsibility for failure to other people. None of these improvements were noted by Mountain-Plains staff while Frank was in attendance. Indeed many of the areas he rates himself as improved in flatly contradict program reports--his attendance was seen as very troublesome. Nevertheless, interviewer observation and his employer rating confirm his rating as improved on social contact skills.

During the interview Andrea seemed more cooperative than during her Mountain-Plains attendance; however, she still tended to blame others for her failures and frustrations on the job, indicating her current level of personal responsibility did not coincide with her self rating.

Although no formal test scores are available, both Frank and Andrea were observed to have very serious self-concept and self-confidence problems at program entry. Currently, Frank seems to have a rather normal self-concept which seems to be evenly distributed across various aspects of his self-concept. His self-concept scores range from his physical self-concept, about 3/4 standard deviation above the norm, to his social self-concept profile which is currently very strong and indicates probable success in employment. (See Figure 4.)

In contrast, Andrea has a very uneven self-concept profile, with a total self-concept over a standard deviation below norm. Only in the areas of moral/ethical self, personal self, and family self does her self-concept approach the norm. The overall profile is very hard to interpret. Some areas of adquate self-concept might maintain Andrea in an employment situation, but the extreme de-

pression on certain scales would tend to indicate a high degree of difficulty in interpersonal relations on the job. The self-criticism scores for both Frank and Andrea indicated valid test results.

PROBLEMS AND SATISFACTIONS

Both Frank and Andrea said that they were neither satisfied or dissatisfied with their current life, rather there were elements of both satisfaction and dissatisfaction. Both felt that they cope with everyday problems well, although Andrea could give no specific example. Frank said he thought he was doing a good job because he was managing to cope with his expenses without income from employment.

Both Frank and Andrea feel that they have had "good" and "bad breaks." Frank noted his "good break" as "I had some really good jobs," and his "bad break" as "I made some bad judgments and lost jobs." For example, he says, "I lost my temper a lot before Mountain-Plains and sometimes didn't take criticism very well." Andrea listed her "good breaks" as "getting out with my husband and seeing places," and "my three sons." Her "bad break," she said, is "I didn't finish high school." In later discussions it became evident that one of the things Andrea "got to go out and see" was the external world at Mountain-Plains. Andrea reported that prior to attending Mountain-Plains, she had believed as a fact of life that all "white men are rich." She found Mountain-Plains, she said, to be "very frightening. But it was a very good experience for me because it was my first chance to get away from the reservation and see other kinds of people." Frank

also listed "our house burning down" as a "bad break," explaining "especially when we'd only finished putting in a new furnace, paneling, and other improvements a month before it burned."

Andrea indicated that the single thing that gives her "great satisfaction" is "my nice house." Frank said, "my good health and feeling secure with a good job," give him "great satisfaction." The thing that gets the White Deers "down the most is "money problems." Andrea also said that bad news of any kind depresses her, whether it be personal bad news, friends, or news on TV.

Both felt they can do a lot to make their future "turn out right." Frank is thinking about college again and "looking more to religion." He is concerned about "the future of his soul" and with "helping people." He could attend to both, he explained, as a minister. Andrea wanted to pass her math GED test and go on to nursing school. After she finished school, she wants to come back to the reservation and "help people out," because "there are so many people that need help." Both White Deers indicated a strong social concern throughout the interview as well as strong cynicism about any organized efforts actually making improvements for the people on the reservation.

EMPLOYMENT

Neither Frank or Andrea are currently employed but both have worked in the immediate past, so employment ratings were taken. Frank felt "good" about his co-workers, salary, supervisors, skill, overall working environment and the company policies, practices and procedures; but "bad" about the benefits.

When asked what he thought about his job in general, Frank said, "just good!" As mentioned, Frank takes great pleasure working with his hands and creating things. The things he did not like about his job, he said, were that "it was cold working in unheated houses in the winter and doing repairs on houses in back places of the reservation." Frank had one problem on the job, he said, "I don't like working by myself while the other guys are loafing." Frank says, he got so frustrated that he reported this to the supervisor, but "I felt real bad about it because I don't like to tattle."

Andrea was "undecided" about her co-workers, but felt "good" about the salary, skills, the overall working environment and the company policies: and "bad" about the benefits and supervisors. She liked talking to and taking care of the girls in the school, however, she did not like all the menial work, like counting sheets, and working late hours, which was sometimes required. Andrea did not like being told to do other people's jobs or being assigned work that "really was supposed to be assigned to others." She is a very reliable worker, she said, "but some of the other people working with me aren't. And, (the supervisor) took advantage of me." Angry about this, Andrea says she ultimately left the job because of friction in this area. Her biggest problem on the job "was the girls in the boarding school fighting with each other," which she dealt with by taking away their privileges and "grounding them."

Both Frank and Andrea seemed fairly well satisfied with their work. (See Figures 1 and 2.) Frank rated work at the 75th percentile, pay at the 33rd,

promotion at the 5th, supervision at the 51st, and co-workers at the 45th. All of these ratings are consistent with his subjective ratings. Andrea, though, rated work at the 8th percentile, pay at the 80th, promotion at the 85th, supervision at the 4th, and co-workers at the 1st. She also rated housework, showing satisfaction at the 75th percentile versus women in the employment force. Ratings by their former employers were quite favorable for Frank and unfavorable for Andrea. Frank's overall performance was listed at the 93rd percentile, performance at the 99th, conformance at the 90th, dependability at the 75th, and personal adjustment at the 75th. Similarly, he was rated in the first quartile on overall value as an employee. Andrea had an overall rating at the 10th percentile, performance at the 15th, conformance at the 23rd, dependability at the 25th and personal adjustment at the 15th. She rated in the third quartile on overall employee value.

Frank's supervisor reported the overall quality of his work as "very good--there was hardly anything that he couldn't do." He then qualified that by saying, "except he was a little weak on finish work." Frank's attendance was "good--he's always there," his attitude was "real good--he's easy to work with, quiet and likeable. He got along with his co-workers "good--he was the lead man." The supervisor stated his relationship with Frank had always been "real good," and that generally, "Frank could work as a carpenter in any construction field."

Andrea's ratings were less impressive. The overall quality of her work was seen as "very good," while her attendance was rated as "good, but she's always tardy." The supervisor reported, "She seems to have some problems and she carries them to work." The problems were rumored to be in the area of her husband's drinking and her own inability to depend on him to take care of the

children. The supervisor stated that Andrea did not get along with her co-workers and that the supervisor relationship was "strained." "Andrea doesn't say anything, but she always feels picked on and the relations are not good." Additionally, the supervisor said, "If you talk to her, she thinks you are picking on her and she cannot take supervision. She also does not accept any initiative, (personal responsibility,) she is kind of an agitator and a gossip. She stirs up conflicts between the other workers." The supervisor indicated that Andrea "quit" because of problems connected with her tardiness. Indeed, he says, she quit rather than attend a supervisory conference with the "big boss" about her problem. The supervisor said she had been given every chance--including waiving the job requirement for a high school diploma.[2]

Frank's future employment prospects are good, both according to the reports from his supervisor and the indications from his self-concept scores. It is interesting to note that at work Andrea used the excuse that she was unable to depend on Frank because of his drinking. Frank's supervisor said that he was his best man and that he only missed work a couple of times, but he "heard that the reason for his absence was that he'd been drinking." The supervisor recalled rumors that Frank drank when he had marital problems (whereas Andrea reported that she had problems when her husband drank). This cycle is not atypical.

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[2]Since leaving Mountain-Plains, Andrea has completed all parts of the GED except the math section. However, she has neither a high school diploma nor a fully completed GED.

RATING THE MOUNTAIN-PLAINS PROGRAM

Frank rated Mountain-Plains as a positive influence in his life, but Andrea rated it as a very negative influence in hers.[3] Knowing what he now knows, Frank said he would definitely still choose to attend Mountain-Plains. Asked the same question, Andrea was unable to decide. Prior to entering Mountain-Plains, she says, she did not realize "I had to go to school too. I thought it was just going to be Frank." She disliked the school, she said, "because it didn't offer anything I wanted to take."

All aspects of the program the White Deer's attended were rated as of "some" or "much value" with the following exceptions: Andrea felt that job training and math were of "little value" to her, as were community development and health. (See Figure 5.) Frank felt recreation was of "no value" to him, and the most useful parts of the program were job training and math. He indicated job training was useful because he was definitely a better carpenter when he returned to the reservation than before. He rated math as "most useful" because, "I had math before, but never where it was laid out so good as Mountain-Plains!" Andrea rated English as the "most useful" part of the program for her, because, she said, she now feels that she can "definitely read better." For example, she passed the English portion of her GED after leaving Mountain-Plains on the basis of the skills learned while at the program. Frank rated the Career Guidance component as the "least useful" part of Mountain-Plains because he had already decided

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[3] Keeping in mind that earlier Andrea said, getting off the reservation and going to Mountain-Plains was on of her "good breaks" in life!

what he wanted to do before he came. Andrea rated Community Development as the "least useful" because, "I couldn't see anything that it did for me."

Frank said the job skills learned at Mountain-Plains were adequate in spite of his not completing the program. He knew it was adequate, he added, because he had been able to get by "quite well" on the job with what he had learned. He also said, as did his supervisor, that he was weak on finish work.

Andrea said she dropped out of job training and cannot give a valid rating of it. Frank suggested that his job training area "get more teachers," and that they do more verbal and personal instruction and rely less on "dumping" the students in a curriculum "that mostly doesn't make any sense anyway." "I had to wait a long time to ask questions in class," he said, "and you also had to wait a long time to get your work checked. There is a lot of wasted time and you get bored." She did not like any area offered at Mountain-Plains. Andrea commented, but since she had to do something, she chose hotel/motel. "In hotel/motel they just never explained anything. They just gave you books and tests." Students needed more hands on experience and "different kinds of experience all along, not just at the end after you've finished all the paper work."

Frank indicated his math has been adequate, but since he validated out of English, he could not rate that component. Andrea felt she could not rate math because "I never took any." (She has been unable to pass the math for her GED, however.) Frank said he would change occupational choices now if he had the chance "to something in conservation like Park Ranger." However, within the range of

areas offered at Mountain-Plains, he would not change.[4] Andrea also stated that within Mountain-Plains limits she would not make a different choice, but given other choices, she wanted "some kind of training in either nursing or social services."

When asked to make suggestions for Career Guidance, Andrea said "I didn't like it and I didn't understand it, so I couldn't suggest anything." Frank said, "It was too long. A lot of people already know what they want to do when they come to Mountain-Plains and guidance just confuses them." Counseling, Frank remarked, was "okay just the way it was," but Andrea disliked it, "I didn't like sitting on pillows on the floor and those rooms were too hot and too small." Further, "I didn't feel that people should talk about personal things like family problems, at least, not in a group that way with strangers." The counselors, she said, "should come to the homes and talk to them (students) there." She would have been more willing to cooperate this way. "I did learn a lot in Counseling," Andrea said, but only during sessions with the counselor. "It never occurred to me that I had any responsibility for anything in life," Andrea said, until she accepted responsibilities for herself and her family, through Counseling. Although Andrea indicated she would be more willing to talk if the counselor came to her home, a few seconds later she declared, "I didn't like to talk about problems period."

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[4] Interesting in light of Frank's earlier statement that he wished to attend college and become a minister.

"Being in the group counseling and talking with others," Frank said, "built up my self-conficence and helped me get over my shyness." Listening to and observing other people also encouraged his hopes and thus his ambition.

Although during the course of the interview, both Frank and Andrea commented frequently when talking about "task" things, they consistently refused to talk about personal problems such as their marriage or drinking. This seemed to be rooted in Andrea's belief that you just do not talk about things like that--especially to strangers.

The White Deers feel their family is currently healthy, but that this was true prior to Mountain-Plains. They said they feel confident in caring for health problems and both report feeling more confident now than they did prior to Mountain-Plains. They are now able to make ends meet "dollarwise," but they have always been able to do so. (This in direct contradiction to their stated reason for leaving the program--inability to manage financially, but consistent with program reports which indicate departure from the program actually had nothing to do with money problems per se.)

They are now able to agree on how to spend their money, but they have always been able to do so, Andrea says. The children behave, they get along with them well, and they share the disciplining. Indeed, both exclaim, "We have good kids." The interviewer observed interaction with the children during the interview period and agrees, they do seem to get along well with the children and to understand them.

The White Deers were asked to comment on their reasons for leaving Mountain-Plains, as well as to indicate why they think Indians leave Mountain-Plains before completing the program, and to provide other general comments about the program. They left, Frank said, because of money problems. "We got behind on payments." Likewise, they said they had medical problems, that one of the children had rheumatic fever and they wanted to return to the reservation where there was free medical care. They commented that the biggest reason Indian families do not complete Mountain-Plains was because "they learn too much to depend on the reservation." They gave the example of free health services on the reservation. Other reasons included "family troubles," "getting a big lease or oil check and going home to spend it," and "sometimes Indians think they aren't smart enough and they just give up and go home." The White Deers admitted that drinking causes problems for Indian students, and that they too had a problem with this while at Mountain-Plains; although they say it has not been a great problem since returning to the reservation. (Contrary to the reports of both supervisors.) Frank said that he could not comment about what Indian families did and did not do because most of the people he associated with while in the program "was mostly white."

When asked to suggest ways to increase Indians' success, the White Deers said, "Mountain-Plains should get more Indians," "should arrange" public health services for reservation Indians and give them a day off to go when they have medical problems, and "the Food Stamp lady should come to the base because it

was difficult to go to town and get Food Stamps if you didn't have a car."[5] Andrea commented that "if a wife had to go to school too, she should get paid too. It shouldn't be just one paycheck." (Evidently the ideal of a famliy paycheck either had not been established at the time of their participation or else it was not explained sufficiently to Andrea.) She also declared that when a wife goes to school, there should be two certificates--one for the wife and one for the husband. (Andrea was not the only spouse to comment on this during the interviews--they wanted their own certificate to indicate their own personal achievement.)

FEMALE INTERVIEW

Since Frank was unemployed, he was present for this portion of the interview; although much of the time he spent in the living room watching television.

Happy with the way she feels and looks, Andrea indicated she was fully confident in her ability to do all home care tasks "except sewing and budgeting." She gets everything done, she says, has time for herself, and her husband helps around the house (during the interview, this was observed to be true.) She participated in no outside organized activities, because, she explained, "We don't have no car and the activities are a long distance away." Andrea felt satisfied with her life and her role in life, and feels appreciated by her husband and children. She stated she took an occupational preparation just to be doing something, she did not like it, but she would do the same thing again.

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[5]Food Stamps are now sold on base.

Andrea reported she "does things" for herself, not just for her family, and although she occasionally "does things" with female friends, she feels no guilt. Andrea felt she takes more initiative and "gets out more now" than before Mountain-Plains, "I visit people and things like that." She indicated she is happy and confident with her role as a woman and would not like to be a man--her husband does not have it any easier. She likes herself and would like herself for a friend because she is nice, "game to try anything once," likes people, and enjoys friends.

Frank talks to her about his jobs "sometimes," she knows what he does on the job and about his problems there. They make decisions together about major things such as purchases, jobs, and moves. She said her husband does his own job searching and that each would make their own "medical visits and such things" alone. She stated she and her husband discuss their children and child raising problems, both taking a hand in disciplining them, but she felt she is better at discipline than he is. Andrea indicated they try not to plan for their children because "children have to have their own dreams."

Andrea reported that Frank has changed since attending Mountain-Plains--he speaks out more and is not so quiet and shy. She too has changed since Mountain-Plains--she can now speak to "white people" and she knows that all "white people" are not rich. Although, Andrea reports, the family has the same problems now they had before Mountain-Plains, the problems are not as serious, and "We discuss them more now, before we just used to get mad." Interviewer observation confirms that both White Deers are less shy than at the time they entered Mountain-Plains, more

willing to talk and make eye contact. In fact, on three different occasions during the interview, Andrea made little jokes. An approach she would never have tried while at Mountain-Plains--at least not with a "white man."

INTERVIEWER OBSERVATIONS

When the interviewer first came to the White Deer's household, Andrea was laughing when she opened the door. After some preliminary discussion, Andrea decided to share the joke with the interviewer. Her sister had seen the new Mountain-Plains station-wagon parked in front of the house and the interviewer departing it. She immediately ran into the house to tell Andrea that "a white man is coming! Do you want to hide? What do you want to tell him?" Andrea found this very funny because, she said prior to going to Mountain-Plains her reaction to a "white man" would have been the same. Now she had no fear of the interviewer, and found her sister's fear to be amusing. Sharing this incident with the interviewer was an ice-breaker and a good rapport was established that lasted throughout the interview. The White Deers were very open with one exception--that being about the "intimate details" of their marital conflicts and drinking problems (as these were very interwoven).

Andrea is obviously immature and naive--incredibly so for a woman of thirty-three. The interviewer's subjective opinion is that, trapped in a household with a "childish" woman, he too might take to drink. On the other hand, Andrea is very warm and charming and has many personal strengths. She deals well with her children--even to the extent of realizing she cannot dream their dreams for them. Whereas she has newly come to the realization that, she too may have some responsibility for her own happiness and the family situation in life, it is

clear that Andrea still places the main burden directly on Frank. It is also the opinion of the interviewer that Andrea's unwillingness to go into the world outside the reservation--away from her "family"--for a long period of time is the chief reason that Frank has not attended college. (Andrea is a product of a very traditional Indian home.)

As noted in program reports, Frank is intelligent and very personable, verbally articulate and perceptive. His only real problems seemed to be his wife and his drinking--problems which appear to be closely interrelated. Those who knew the White Deers when they were attending Mountain-Plains indicate the reason they left the program was because Andrea became more and more unhappy, wanted to return to the reservation, to her family and friends.

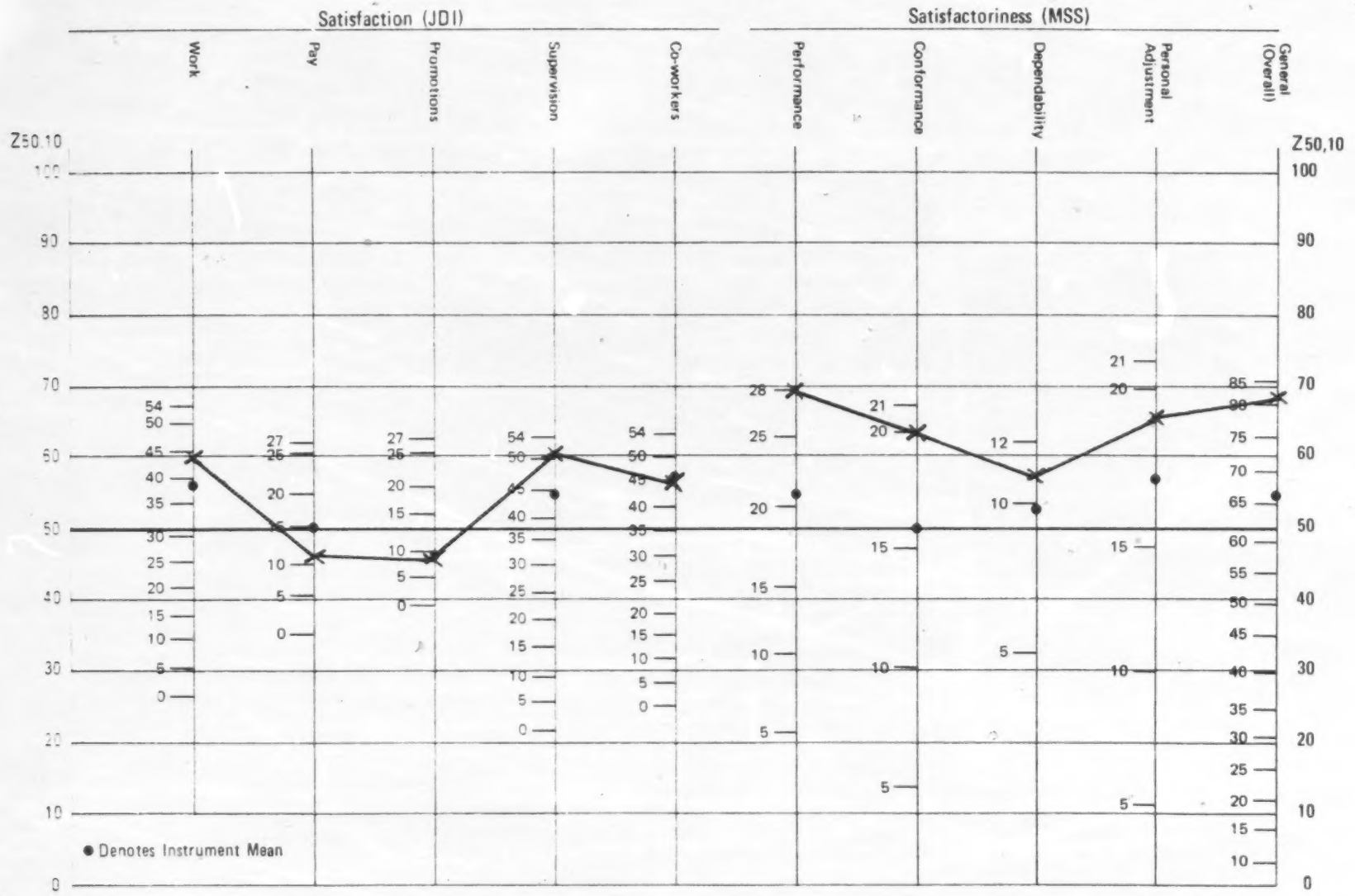
Mountain-Plains failure with the White Deer family must be conceded in a number of areas. First, the drinking problem still persists, and is reported to have caused both Frank and Andrea problems on their jobs. Secondly, although the White Deers report communicating better now, there are still some serious marital misunderstandings apparent. Alternately, Mountain-Plains has been something of a success with the White Deers--both have obviously improved self-concepts and their annual income from employment has essentially tripled. Frank, in particular, seems to be a much more responsible worker and much more adept at dealing with people and handling his shyness than prior to attending Mountain-Plains. Had Mountain-Plains been able to significantly impact the marital relationship problems--and the concomitant drinking problems--it is the opinion of the interviewer that Frank would now be enrolled in some kind of higher education

pursuing one of his two interests (forest ranger or minister). It is possible that if Mountain-Plains had an occupational area that could have commanded Andrea's interest, it might have given her the motivation to face problems instead of arranging, through drink and manipulation, to return to the reservation. However, this was not the case.

The future for the White Deers is very uncertain. Andrea is more responsible than previously, but still very immature and demanding. Frank is a very good, responsible, and reliable worker, well perceived by both his supervisors and his co-workers. However, when home depressions cause him to drink, he does sometimes absent himself; although over the eight months on the job, his supervisor reported only remembering two days when Frank was absent. The White Deers then appear to be borderline, they could continue to resolve their problems and be very successful, or--particularly in the drpressing alcohol-laden reservation environment--they could become overwhelmed and succumb to increasing alcohol consumption as a way of escape.

Figure 1

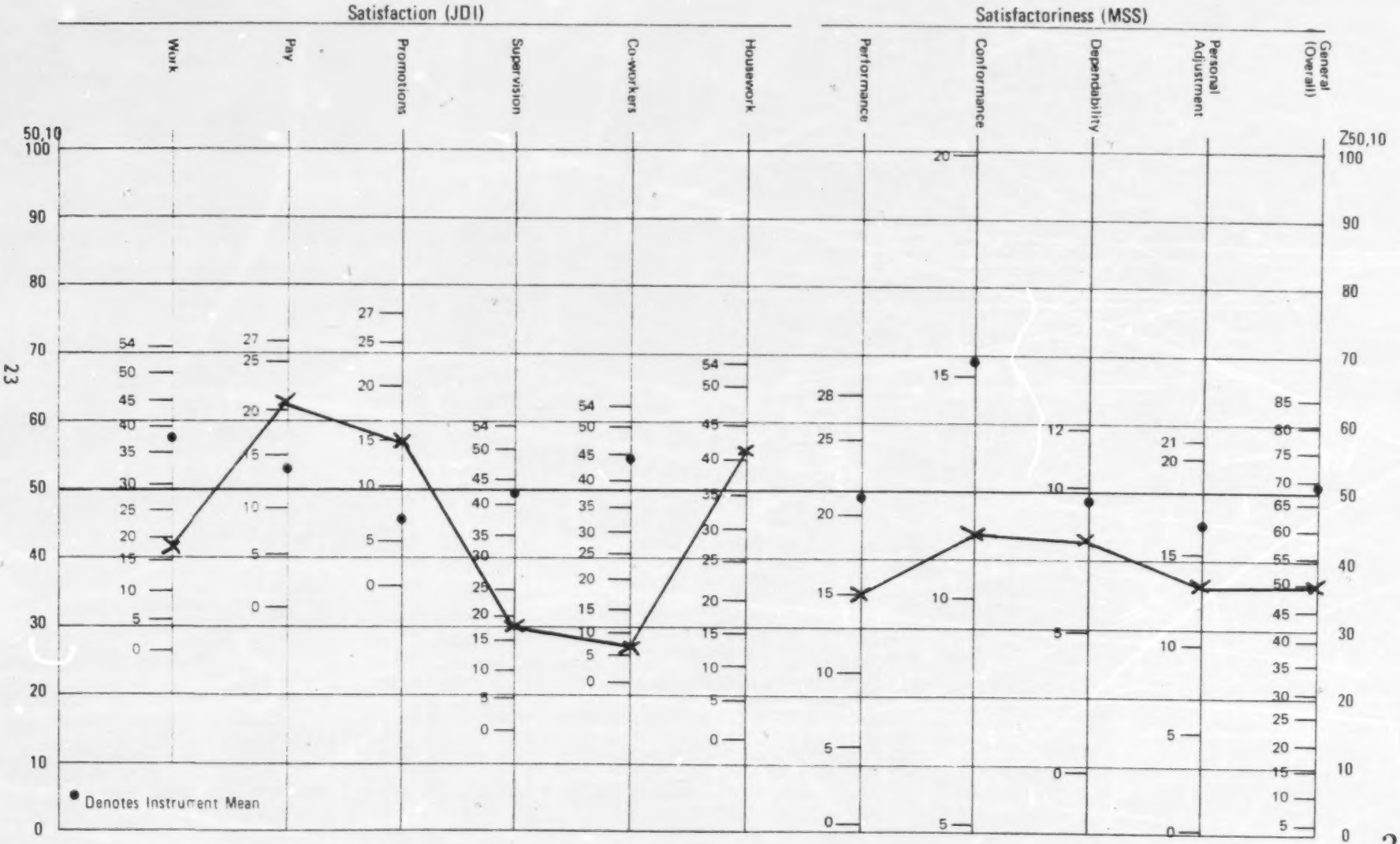
SATISFACTION AND SATISFACTURINESS – MALE



Note: Profile based on entering student scores.

Figure 2

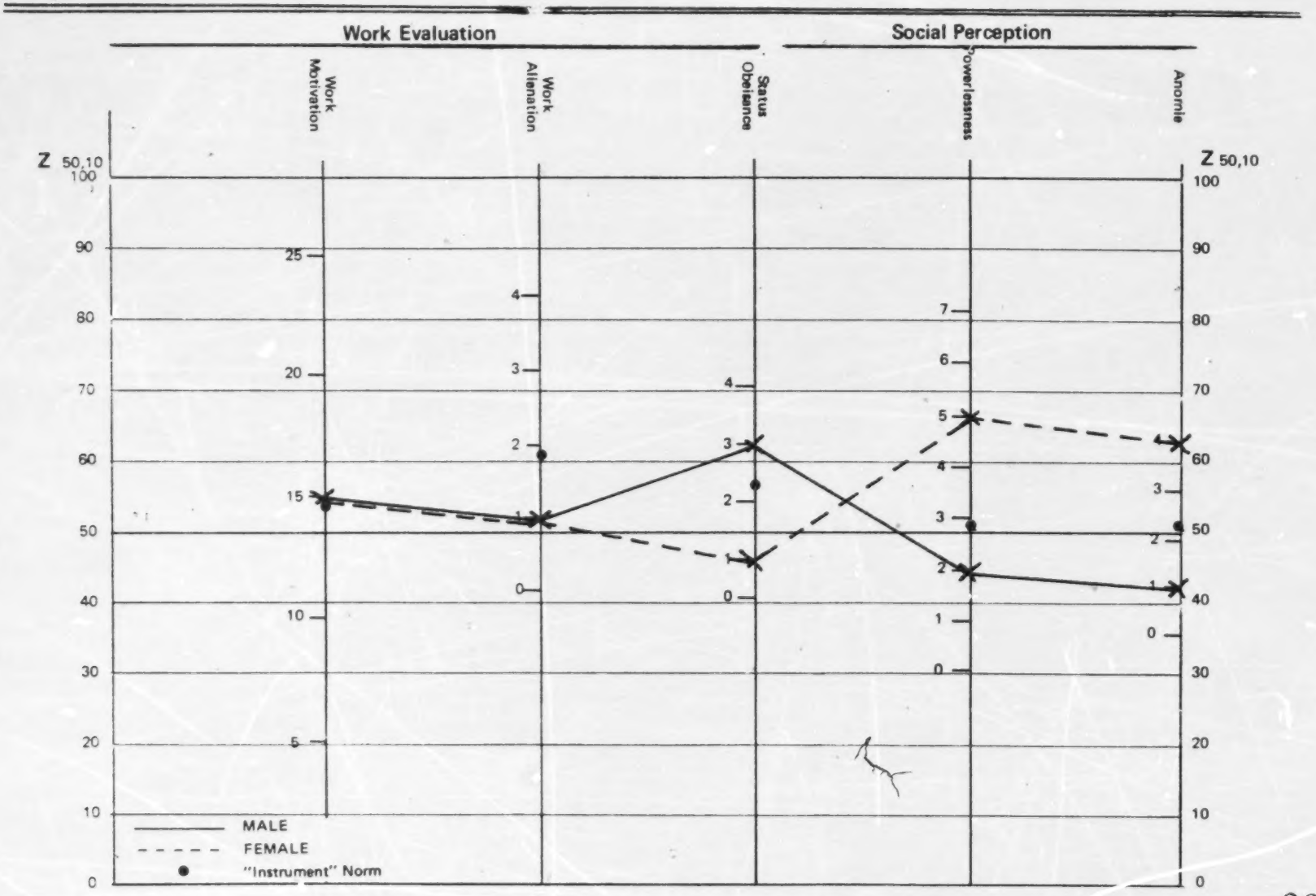
SATISFACTION AND SATISFACTORINESS – FEMALE



Note: Profile based on entering student norms except "Housework" which is based on instrument norm for employment.

Figure 3

MOTIVATION AND ALIENATION



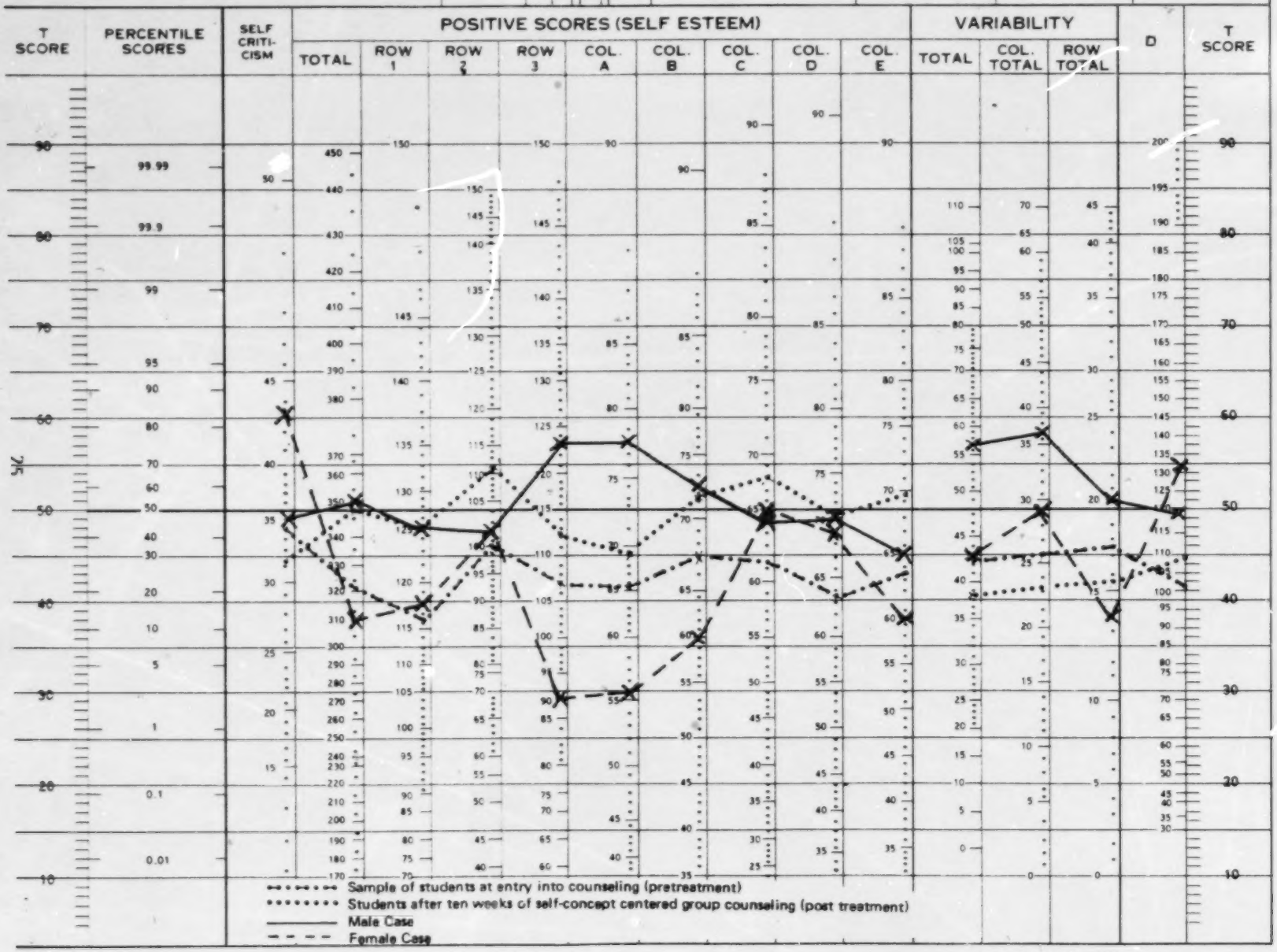
Note: Profile derived from entering student data.

Tennessee Self Concept Scale - Figure 4

PROFILE SHEET

Counseling Form

NAME | SCHOOL GRADE | SEX M F | AGE | DATE | TIME STARTED | TIME FINISHED | TOTAL TIME



Note: This is the standard profile sheet for the TSCS.

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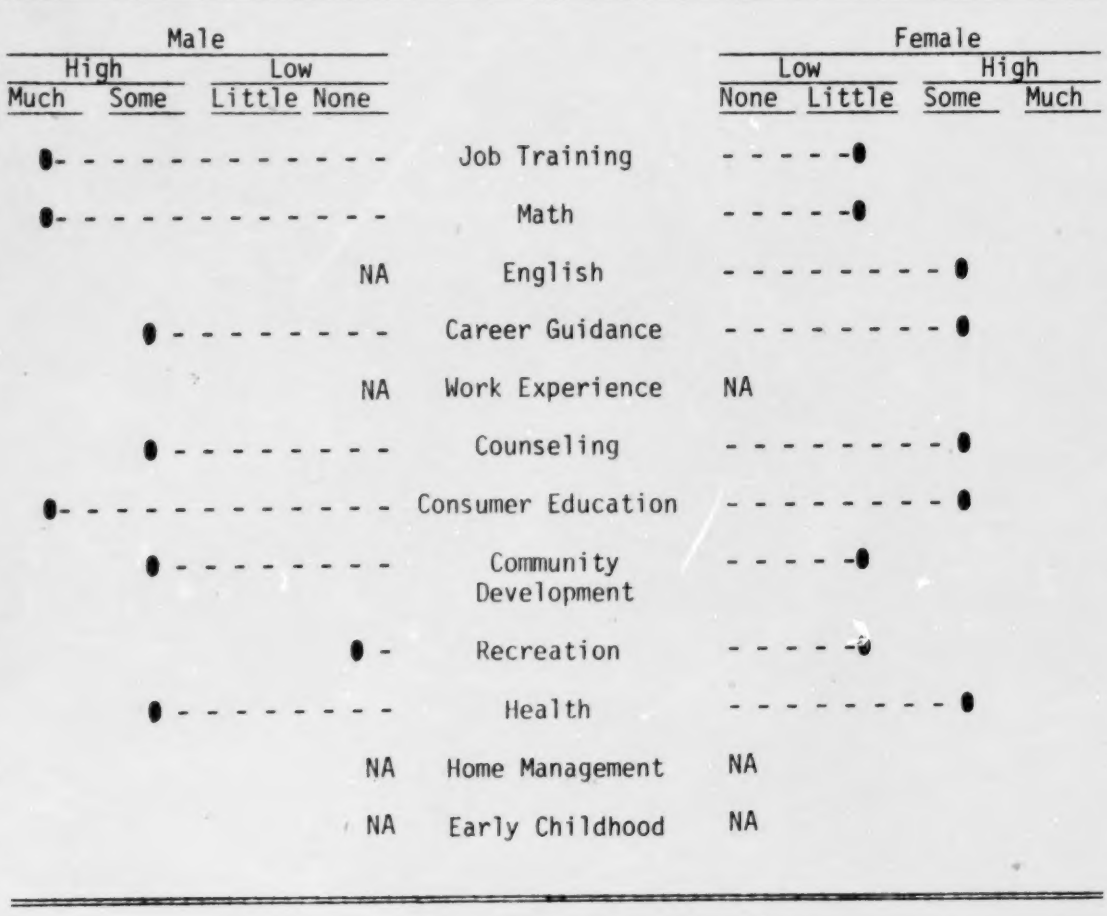

FIGURE 5

UTILITY RATING OF MOUNTAIN-PLAINS PROGRAM ELEMENTS

TABLE 1

SELF RATING OF PERSONAL AND WORK TRAIT CHANGES

Male		Female	
Improved	Regressed	Improved	Regressed
Punctuality		Self-Knowledge	Competence
Attendance			Industriousness
Self-Confidence			Accuracy
Self-Control			Cooperation
Accepts Responsibility (tasks)			Responsibility (personal)
Cooperation			Ambition
Courtesy			
Social Contact			
Dependability/ Reliability			
Responsibility (personal)			
Ambition			

TABLE 2

GENERAL QUESTIONS

1. "Rate Mountain-Plains as an influence in your life."

	Very Positive	Positive	Neutral	Negative	Very Negative
Male		o			
Female					x

2. "Knowing what you know now, would you have chosen Mountain-Plains?"

	Definitely Yes	Probably Yes	Don't Know	Probably No	Definitely No
Male	o				
Female			x		

3. "What is your rating for your current life in general?"

	Completely Satisfied	Well Satisfied	Neither Extreme	A Little Dissatisfied	Very Dissatisfied
Male			o		
Female			x		

4. "Rate your success:

		Completely Successful 9	8	7	6	5	4	3	2	1	Completely Unsuccessful 0
The year before M-P."	Male							o			
	Female				x						
Now."	Male					o					
	Female			x							
Five years from now."	Male		o								
	Female		x								